

Your Résumé Is You

by Bob Roth

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Most employers learn about college students from their résumés. Whatever is on the résumés is all they know about the student. Therefore, if the résumé has few examples of accomplishments and successes, the employer will have little reason to interview the candidate. Since employers use the résumé as a screening device, your résumé is you.

In the end, employers are interested in only one thing. They want to learn about your capabilities. Those capabilities must be displayed on your résumé. If they are not there, they do not exist.

To be included on your résumé, your capabilities must be demonstrated as you go through college. You do that by participating in academic and campus activities, at work, in the community and in your leisure activities. They are the only places that give you the opportunity to demonstrate the capabilities that employers seek. If you choose not to actively participate, how will you demonstrate your capabilities? What will you write on your résumé?

"Intentions pale in the face of accomplishments." -- Bob Roth

Things that stimulate interest on the part of employers:

- Intellectual Ability
- Determination to Succeed
- Creativity
- Problem Solving or Prevention
- Communication Skills
- Attitude
- Personality
- Examples of Leadership
- Accomplishments
- Successes
- Experiences
- Recommendations
- Technical Knowledge and Skills
- Ability to Make Things Better

Every employer has a list of wants, needs and expectations. Students who enthusiastically participate in one or more areas and achieve some degree of recognition or success will greatly increase their chances for employment success.

Like it or not, students must compete for desirable jobs. A résumé that contains examples of active participation and impressive results will always spark interest on the part of employers. A student who ignores this fact and participates in nothing will have few ways to impress employers. Consequently, a bare bones résumé which contains no examples of the student's capabilities will be quickly eliminated from the competition.

It is important to recognize that most students have either 2, 4 or 6 years to impress employers. What students do with that time is a choice that they make, a critical choice. They cannot wait until their senior year to start thinking about employment. Preparation for the senior year job search is a semester-by-semester process, a process that involves participation. The results of their efforts can then be displayed on their résumés.

If you want employers to show an interest in you, you should start thinking about your résumé during your freshman year. For most students, the sophomore and junior years are when they get involved with the activities that can impress employers. Participation is critical because your résumé is you.